

OFFICE OF THE GENERAL COUNSEL
Division of Operations-Management

MEMORANDUM OM 10-40

February 24, 2010

TO: All Regional Directors, Officers-in-Charge,
and Resident Officers

FROM: Richard A. Siegel, Associate General Counsel

SUBJECT: Resident Officer Vacancy in Des Moines, Iowa

There is a vacancy in the Resident Officer position in Des Moines, Iowa. In view of the large number of eligibles, we wish to narrow our efforts to those professionals who would accept this position if offered. Anyone who desires to be considered for this position should apply on or before March 23, 2010. Since the Resident Officer position may be filled by either a Field Examiner or Field Attorney, applicants should state whether they are applying for the position as an Examiner or as an Attorney.

Pursuant to Memorandum OM 97-30, those who are interested in applying for this position must submit an application wherein the applicant addresses each of the rating and ranking factors set forth below. All submissions should be limited to the equivalent of one typewritten page per rating factor. In addition, the applicant should state what awards he/she has received within the last 5 years prior to the application date. Once all applications are received, the rating and ranking panel will review each applicant's submission, her/his most recent appraisal and the summary ratings from the applicant's second most recent appraisal. This is the entire package that will be reviewed.

Applicants will be evaluated by determining the extent to which their experience, training, awards and performance appraisals indicate they possess the knowledge, skills, and abilities and other characteristics described below.

- A. Demonstrated knowledge of, as well as, analytical and decision making ability concerning the National Labor Relations Act, NLRB procedures, and familiarity with related Court procedures and state statutes applicable to NLRB compliance activities.
- B. Demonstrated supervisory/managerial experience and ability in Regional Office or comparable activities, including participation in programs such as employee development, recruitment, EEO, labor relations, training, and supervision of subordinates. Inter-personal skills are to be considered in this factor.

- C. Demonstrated knowledge of Regional Office operations (Field Experience).
- D. Demonstrated ability in written and oral communication.
- E. Demonstrated ability to timely and appropriately complete and supervise the completion of multiple assignments.

Any questions regarding these requirements may be discussed with me or your Assistant General Counsel or Deputy.

/s/
R. A. S.

cc: NLRBU

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